

## Knowing Your **Personality Type**, or “**Holland Code**”

One way of exploring careers is by looking at occupations according to occupational interest. John Holland conducted research that divided job seekers into six broad personality type categories: **REALISTIC**, **INVESTIGATIVE**, **ARTISTIC**, **SOCIAL**, **ENTERPRISING**, **CONVENTIONAL**. All the types have both positive and negative qualities—none is better than any others.

Your Holland Code is a generalization, not likely to be an exact fit. However, it might help you discover where you can find occupational satisfaction. There are a number of instruments designed to help you identify your Holland Codes. This condensed survey is not intended to be as accurate or comprehensive as a full instrument. But completing this survey might help you identify the cluster(s) of occupations in which you would have the most interest and get the most satisfaction, and it will give you a place to start your career exploration.

**Step One:** Circle the number of any item in the box below that is appealing to you. Leave the rest blank.

1. Farming	17. Buying clothes for a store	32. Build rocket model
2. Advanced math	18. Working from nine to five	33. Creative writing
3. Being in a play	19. Setting type for a printing job	34. Attending sports events
4. Studying people in other lands	20. Using a chemistry set	35. Being elected class president
5. Talking to people at a party	21. Reading art and music magazines	36. Using business machines
6. Word processing	22. Helping people solve personal problems	37. Building things
7. Auto mechanics	23. Selling life insurance	38. Doing puzzles
8. Astronomy	24. Type reports	39. Fashion design
9. Draw or paint	25. Driving a truck	40. Belonging to a club
10. Go to church	26. Working in a lab	41. Giving speeches
11. Work on a sales campaign	27. Musicians	42. Keeping detailed records
12. Use a cash register	28. Making new friends	43. Wildlife biology
13. Carpentry	29. Leaders	44. Being in a science fair
14. Physics	30. Following a budget	45. Going to concerts
15. Foreign language	31. Fixing electrical appliances	46. Working with old people
16. Teaching children		47. Sales people
		48. File letters and reports

**Step Two:** On the chart below, again circle the numbers of the items which appealed to you. After you have finished, count the numbers circled on each line, counting across. In which categories did you score high? Write the two highest categories on the lines below. These are the clusters in which you have the most interest, and their corresponding labels are your Holland Code. (For example, if you scored highest in Social, and second highest in Artistic, your Holland Code would be “SA”. You would want to concentrate your career exploration efforts in those two categories.)

_____ R = REALISTIC	1	7	13	19	25	31	37	43
_____ I = INVESTIGATIVE	2	8	14	20	26	32	38	44
_____ A = ARTISTIC	3	9	15	21	27	33	39	45
_____ S = SOCIAL	4	10	16	22	28	34	40	46
_____ E = ENTERPRISING	5	11	17	23	29	35	41	47
_____ C = CONVENTIONAL	6	12	18	24	30	36	42	48

I scored highest in \_\_\_\_\_, second highest in \_\_\_\_\_.

**My Holland Code is** \_\_\_\_\_.

### **REALISTIC**

- Robust, rugged, practical, physically strong
- Uncomfortable in social settings
- Good motor coordination
- Weak verbal and interpersonal skills
- See themselves as mechanically and athletically inclined
- Stable, natural, persistent
- Prefer concrete to abstract problems
- Have conventional political and economic goals
- Rarely perform creatively in the arts or science
- Like to build things with tools
- Like to work outdoors
- Cool to radical new ideas
- Like to work with big, powerful machines
- Buy boats, campers, snowmobiles, motorcycles



### **SOCIAL**

- Sociable, responsible, humanistic, religious
- Like to work in groups
- Have verbal and interpersonal skills
- Avoid both intellectual problem-solving and physical exertion
- Enjoy healing, developing, training, or enlightening others
- Understanding, helpful, idealistic
- Dislike working with machines or in highly structured situations
- Like to discuss philosophic questions
- Concerned with the welfare of others
- Cooperative, friendly, generous
- Attend workshops, other group experiences



### **CONVENTIONAL**

- Prefer well-ordered environments
- Like systematic, verbal and numerical activities
- Avoid ambiguous situations and problems
- Conscientious, efficient, practical
- Identify with power
- Value material possessions and status
- Orderly, persistent, calm
- Adverse to free, unsystematic, exploratory behavior in new areas
- Do not seek outside leadership
- Stable, controlled, dependable
- Most effective at well-defined tasks
- Save money, buy conservatively



### **INVESTIGATIVE**

- Scientific orientation
- Task-oriented, all wrapped up in their work
- Introspective and asocial
- Think through rather than act out a problem
- Strong need to understand the world
- Enjoy ambiguous tasks
- Prefer to work independently
- Have unconventional attitudes
- See themselves as lacking in leadership skills
- Confident of their intellectual abilities
- Analytical, curious, reserved, independent
- Great dislike for repetitive activities
- Buy telescopes, calculators, electronic equipment



### **ENTERPRISING**

- Good verbal skills, persuasive
- Strong leaders
- Avoid work involving long periods of intellectual effort
- Strong drive to attain organizational goals
- Concerned with power, status, and leadership
- Aggressive, popular, sociable, self-confident
- High energy level
- Adventuresome, ambitious
- Enjoy making things happen
- Value money and material possessions
- Dislike science and systematic thinking
- Buy big cars, nice clothes, country club memberships



### **ARTISTIC**

- Like art, music, drama, other creative interests
- Prefer free, unstructured situations
- Impulsive, non-conforming, independent
- Adverse to rules
- Deal with problems through self-expression in art
- Value beauty and aesthetic qualities
- Expressive, original, intuitive
- Like to work in free environments
- Like small, intimate groups
- Willing to take risks to try something new
- Dress in freer styles than other people
- Have need for individualistic expression
- Not assertive about own capabilities
- Sensitive and emotional
- Spend money on art objects—books, paintings, DVD's, CD's.

